

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 01-CA-307584	Date Filed 11/22/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Ascend Mass, LLC	b. Tel. No. (b) (6), (b) (7)(C) c. Cell No. (b) (6), (b) (7)(C) f. Fax No.
d. Address (Street, city, state, and ZIP code) 272 Friend St, Boston, MA 02114	e. Employer Representative (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) g. e-mail (b) (6), @letsascend.com) h. Number of workers employed 25
i. Type of Establishment (factory, mine, wholesaler, etc.) Cannabis Dispensary	j. Identify principal product or service Cannabis
The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) On November 17, 2022, Ascend continued its campaign of harassment and intimidation of union supporters by suspending (b) (6), (b) (7)(C) in retaliation for exercising (b) (6) rights under federal law to form and join a union. Ascend's manager, (b) (6), (b) (7)(C), did not even provide (b) (6), (b) (7)(C) a reason for (b) (6) suspension. This is because the real reason is obvious: Ascend is an anti-union company, willing to repeatedly violate federal law in an effort to avoid unionization.	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) International Brotherhood of Teamsters Local 25	
4a. Address (Street and number, city, state, and ZIP code) 544 Main St, Charlestown, MA 02129	4b. Tel. No. 8572740725 4c. Cell No. 8572740725 4d. Fax No. 4e. e-mail ncatano@teamstersjointcouncil10.com
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) International Brotherhood of Teamsters Local 25	
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. Nico Catano Nico Catano _____ (signature of representative or person making charge) (Print/type name and title or office, if any) 544 Main St, Charlestown, MA 02129 Address _____ Date 11/22/2022	
Tel. No. 8572740725 Office, if any, Cell No. 8572740725 Fax No. e-mail ncatano@teamstersjointcouncil10.com	

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
01-CA-313752Date Filed
3/9/2023

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Ascend MA LLC	b. Tel. No. (b) (6), (b) (7)(C)
	c. Cell No.
	f. Fax No.
d. Address (Street, city, state, and ZIP code) 272 Friend Street Boston, MA 02114	e. Employer Representative (b) (6), (b) (7)(C)
	g. e-mail (b) (6), (b) (7)(C)@letsascend.com
	h. Number of workers employed Approximately 38
i. Type of Establishment (factory, mine, wholesaler, etc.) Cannabis Dispensary	j. Identify principal product or service Retail sale of cannabis
The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 8(a)(1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Teamsters Local 25 represents a bargaining unit employed by Ascend Mass LLC at its location on Friend Street in Boston, Massachusetts. The Parties are currently negotiating an initial contract. On March 9, 2024, representatives of Local 25 were leafleting the public on a public sidewalk in front of the Friend Street location, and an Ascend manager threatened Local 25's representatives with arrest if they did not immediately cease leafleting the public. The Employer has, therefore, violated 8(a)(1) of the Act.	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) Teamsters Local 25	
4a. Address (Street and number, city, state, and ZIP code) Teamsters Local 25 544 Main Street Charlestown, MA 02129	4b. Tel. No. (617) 241-8825
	4c. Cell No.
	4d. Fax No. (617) 242-4284
	4e. e-mail ssouth@teamsterslocal25.com
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) International Brotherhood of Teamsters	
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. /s/ Luke Liacos Luke Liacos, Attorney (signature of representative or person making charge) (Print/type name and title or office, if any) 177 Milk Street, Boston, MA 02109 Address Date March 9, 2023	
Tel. No. (617) 338-1976	
Office, if any, Cell No.	
Fax No. 617-338-7070	
e-mail lgl@fdb-law.com	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case	01-CA-314154
Date Filed	3/16/2023

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Ascend MA LLC	b. Tel. No. (b) (6), (b) (7)(C)
	c. Cell No.
	f. Fax No.
d. Address (Street, city, state, and ZIP code) 272 Friend Street Boston, MA 02114	e. Employer Representative (b) (6), (b) (7)(C)
	g. e-mail (b) (6), (b) (7)(C)@letsascend.com
	h. Number of workers employed Approximately 38
i. Type of Establishment (factory, mine, wholesaler, etc.) Cannabis Dispensary	j. Identify principal product or service Retail sale of cannabis
The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 8(a)(1) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Teamsters Local 25 represents a bargaining unit employed by Ascend Mass LLC at its location on Friend Street in Boston, Massachusetts. The Parties are currently negotiating an initial contract. On February 21, 2023, Local 25 made a request for information and documents relevant and necessary to negotiating an initial CBA. Ascend has failed to respond and has therefore violated its duty to bargain in good faith under Section 8(a)(5) of the Act.	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) Teamsters Local 25	
4a. Address (Street and number, city, state, and ZIP code) Teamsters Local 25 544 Main Street Charlestown, MA 02129	4b. Tel. No. (617) 241-8825
	4c. Cell No.
	4d. Fax No. (617) 242-4284
	4e. e-mail ssouth@teamsterslocal25.com
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) International Brotherhood of Teamsters	
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. /s/ Luke Liacos Luke Liacos, Attorney (signature of representative or person making charge) (Print/type name and title or office, if any)	
Tel. No. (617) 338-1976	
Office, if any, Cell No.	
Fax No. 617-338-7070	
e-mail lgl@fdb-law.com	
Address 177 Milk Street, Boston, MA 02109 Date March 16, 2023	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

01-CA-314156

Date Filed

March 16, 2023

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer

Ascend MA LLC

b. Tel. No.

(b) (6), (b) (7)(C)

c. Cell No.

f. Fax No.

d. Address (Street, city, state, and ZIP code)

272 Friend Street
Boston, MA 02114

e. Employer Representative

(b) (6), (b) (7)(C)

g. e-mail

(b) (6), (b) (7)(C)@letsascend.com

h. Number of workers employed
Approximately 38

i. Type of Establishment (factory, mine, wholesaler, etc.)

Cannabis Dispensary

j. Identify principal product or service

Retail sale of cannabis

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 8(a)(1) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Teamsters Local 25 represents a bargaining unit employed by Ascend Mass LLC at its location on Friend Street in Boston, Massachusetts. The Parties are currently negotiating an initial contract.

The Company is refusing to allow bargaining committee members to attend bargaining meetings and is trying to choose which employees sit on the Union's negotiating team.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Teamsters Local 25

4a. Address (Street and number, city, state, and ZIP code)

Teamsters Local 25
544 Main Street
Charlestown, MA 02129

4b. Tel. No.

(617) 241-8825

4c. Cell No.

4d. Fax No.

(617) 242-4284

4e. e-mail

ssouth@teamsterslocal25.com

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

International Brotherhood of Teamsters

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

/s/ Luke Liacos

Luke Liacos, Attorney

(signature of representative or person making charge)

(Print/type name and title or office, if any)

Tel. No.

(617) 338-1976

Office, if any, Cell No.

Fax No.

617-338-7070

e-mail

lg1@fdb-law.com

Address 177 Milk Street, Boston, MA 02109

Date March 16, 2023

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
01-CA-314277Date Filed
3/17/2023

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Ascend MA LLC	b. Tel. No. (b) (6), (b) (7)(C)
	c. Cell No.
	f. Fax No.
d. Address (Street, city, state, and ZIP code) 272 Friend Street Boston, MA 02114	e. Employer Representative (b) (6), (b) (7)(C)
	g. e-mail (b) (6), (b) (7)(C)@letsascend.com
	h. Number of workers employed Approx. 38
i. Type of Establishment (factory, mine, wholesaler, etc.) Cannabis Dispensary	j. Identify principal product or service Retail sale of cannabis
The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 8(a)(1) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Teamsters Local 25 and Ascend are negotiating an initial collective bargaining agreement. Within the last six (6) months, the Company is coercing employees into signing a revised Employee Handbook under the threat of discharge. The Employee Handbook covers mandatory subjects of bargaining, including but certainly not limited to the following: attendance policy, grievance/arbitration procedure, anti-bullying policy, probationary periods for new employees, workplace safety, video surveillance, hours of work, health insurance, pay period, overtime, on call pay, meal and break periods, paid time off, unpaid leave and dress code. The Employer has therefore engaged in bad faith bargaining by direct dealing and unilaterally changing terms and conditions of employment.	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) Teamsters Local 25	
4a. Address (Street and number, city, state, and ZIP code) Teamsters Local 25 544 Main Street Charlestown, MA 02129	4b. Tel. No. (617) 241-8825
	4c. Cell No.
	4d. Fax No.
	4e. e-mail palvarado@teamsterslocal25.com
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) International Brotherhood of Teamsters	
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. /s/ Luke Liacos Luke Liacos, Attorney (signature of representative or person making charge) (Print/type name and title or office, if any)	
Tel. No. (617)338-1976	
Office, if any, Cell No.	
Fax No. (617)338-7070	
e-mail lgl@fdb-law.com	
Address 177 Milk Street, Boston, MA 02109 Date March 17, 2023	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 01-CA-315417	Date Filed 4/4/23

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT			
a. Name of Employer Ascend MA LLC		b. Tel. No. (b) (6), (b) (7)(C)	
		c. Cell No.	
		f. Fax. No.	
d. Address (Street, city, state, and ZIP code) 272 Friend Street Boston, MA 02114		e. Employer Representative (b) (6), (b) (7)(C)	
		g. e-mail (b) (6), (b) (7)(C)@letsascend.com	
		h. Number of workers employed Approx. 38	
i. Type of Establishment (factory, mine, wholesaler, etc.) Cannabis Dispensary		j. Identify principal product or service Retail sale of cannabis	
The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 8(a)(1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) The Parties are currently negotiating an initial collective bargaining agreement. Within the last six (6) months, the Employer unlawfully terminated the employment of (b) (6), (b) (7)(C) in retaliation for concerted, protected activities			
3. Full name of party filing charge (if labor organization, give full name, including local name and number) Teamsters Local 25			
4a. Address (Street and number, city, state, and ZIP code) Teamsters Local 25 544 Main Street Charlestown, MA 02129		4b. Tel. No. (617) 241-8825	
		4c. Cell No.	
		4d. Fax No.	
		4e. e-mail ssouth@teamsterslocal25.com	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) International Brotherhood of Teamsters			
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. /s/ Luke Liacos (signature of representative or person making charge)		Tel. No. (617)338-1976 Office, if any, Cell No. Fax No. (617)338-7070 e-mail lgl@fdb-law.com	
177 Milk Street, Boston, MA 02109 Address		April 4, 2023 Date	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER**DO NOT WRITE IN THIS SPACE**

Case

01-CA-316661

Date Filed

April 24, 2023

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Ascend Cannabis Dispensary		b. Tel. No. (617) 859-6411
		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code) 272 Friend St MA Boston 02114	e. Employer Representative	g. e-mail
		h. Number of workers employed 40
i. Type of Establishment (factory, mine, wholesaler, etc.) Consumer Goods	j. Identify principal product or service Cannabis	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 3 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

--See additional page--

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
Nico Catano Organizer
International Brotherhood of Teamsters IBT LU 25

4a. Address (Street and number, city, state, and ZIP code) 544 Main St MA Boston 02129	4b. Tel. No. (857) 274-0725
	4c. Cell No.
	4d. Fax No.
	4e. e-mail ncatano@teamstersjointcouncil10.com

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

International Brotherhood of Teamsters

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

Nico Catano
Organizer

(signature of representative or person making charge)

(Print/type name and title or office, if any)

544 Main St

Address Boston MA 02129

Date 04/24/2023 10:53:57 AM

Tel. No.

(857) 274-0725

Office, if any, Cell No.

Fax No.

e-mail

ncatano@teamstersjointcouncil10.com

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

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Basis of the Charge

8(a)(3)

Within the previous six months, the Employer disciplined or retaliated against an employee(s) because the employee(s) joined or supported a labor organization and in order to discourage union activities and/or membership.

Name of employee disciplined/retaliated against	Type of discipline/retaliation	Approximate date of discipline/retaliation
(b) (6), (b) (7)(C)	Suspension	(b) (6), (b) (7) /2023

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER**DO NOT WRITE IN THIS SPACE**

Case

01-CA-316911

Date Filed

4/27/2023

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Ascend Cannabis Dispensary		b. Tel. No. (617) 859-6411
		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code) 272 Friend St MA Boston 02114	e. Employer Representative	g. e-mail
		h. Number of workers employed 42
i. Type of Establishment (factory, mine, wholesaler, etc.)	j. Identify principal product or service	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 3 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

--See additional page--

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Nico Catano

International Brotherhood of Teamsters Local 25

4a. Address (Street and number, city, state, and ZIP code) 544 Main St MA Boston 02129	4b. Tel. No. (857) 274-0725
	4c. Cell No.
	4d. Fax No.
	4e. e-mail ncatano@teamstersjointcouncil10.com

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

International Brotherhood of Teamsters

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.



Nico Catano

(signature of representative or person making charge)

(Print/type name and title or office, if any)

544 Main St

Address Boston MA 02129

Date 04/27/2023 09:29:14 AM

Tel. No.

(857) 274-0725

Office, if any, Cell No.

Fax No.

e-mail

ncatano@teamstersjointcouncil10.com

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

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Basis of the Charge

8(a)(3)

Within the previous six months, the Employer disciplined or retaliated against an employee(s) because the employee(s) joined or supported a labor organization and in order to discourage union activities and/or membership.

Name of employee disciplined/retaliated against	Type of discipline/retaliation	Approximate date of discipline/retaliation
(b) (6), (b) (7)(C)	Sent home to change out of clothing worn before	(b) (6), (b) (7) /2023

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
22-CA-316651Date Filed
April 24, 2023**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Ascend Wellness		b. Tel. No. (b) (6), (b) (7)(C)
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 395 Bloomfield Ave NJ Montclair 07042	e. Employer Representative (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C)@letsascend.com
		h. Number of workers employed 40
i. Type of Establishment (factory, mine, wholesaler, etc.) Retail (Drugs)	j. Identify principal product or service Cannabis	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 1 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

--See additional page--

(b) (6), (b) (7)(C) filing charge (if labor organization, give full name, including local name and number)

4a. Address (Street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Tel. No. (b) (6), (b) (7)(C)
	4c. Cell No. (b) (6), (b) (7)(C)
	4d. Fax No.
	4e. e-mail (b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(signature of representative or person making charge)

(Print/type name and title or office, if any)

(b) (6), (b) (7)(C)

Address

Date 04/23/2023 07:56:04 PM

Tel. No.

(b) (6), (b) (7)(C)

Office, if any, Cell No.

(b) (6), (b) (7)(C)

Fax No.

e-mail

(b) (6), (b) (7)(C)

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

Basis of the Charge

8(a)(1)

Within the previous six months, the Employer disciplined or retaliated against an employee(s) because the employee(s) engaged in protected concerted activities by, inter alia, protesting terms and conditions of employment and in order to discourage employees from engaging in protected concerted activities.

Name of employee disciplined/retaliated against	Type of discipline/retaliation	Approximate date of discipline/retaliation
(b) (6), (b) (7)(C)	Various retaliatory actions	(b) (6), (b) (7) 2023

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
07-CA-317063Date Filed
April 27, 2023

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Ascend Wellness Holdings		b. Tel. No. (b) (6), (b) (7)(C)
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 1411 Broadway Floor 16 NY New York 10018	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C)@awholdings.com
		h. Number of workers employed 40
i. Type of Establishment (factory, mine, wholesaler, etc.)	j. Identify principal product or service Cannabis	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 1 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

--See additional page--

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

4a. Address (Street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Tel. No. (b) (6), (b) (7)(C)
	4c. Cell No.
	4d. Fax No.
	4e. e-mail (b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(signature of representative or person making charge)

(Print/type name and title or office, if any)

(b) (6), (b) (7)(C)

Address

Date 04/27/2023 03:31:58 PM

Tel. No.
(b) (6), (b) (7)(C)

Office, if any, Cell No.

Fax No.

e-mail
(b) (6), (b) (7)(C)WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

Basis of the Charge

8(a)(1)

Within the previous six months, the Employer discharged an employee(s) because the employee(s) engaged in protected concerted activities by, inter alia, discussing wages and/or other terms and conditions of employment and in order to discourage employees from engaging in protected concerted activities.

Name of employee discharged	Approximate date of discharge
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C) 2023

8(a)(1)

Within the previous six months, the Employer disciplined or retaliated against an employee(s) because the employee(s) engaged in protected concerted activities by, inter alia, discussing wages, hours, or other terms and conditions of employment and in order to discourage employees from engaging in protected concerted activities.

Name of employee disciplined/retaliated against	Type of discipline/retaliation	Approximate date of discipline/retaliation
(b) (6), (b) (7)(C)	Corrective Action/write-up	(b) (6), (b) (7)(C) 2023

FORM NLRB-501
(3-21)UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

28-CA-295504

Date Filed

May 6, 2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Ayr Wellness dba Oasis Cannabis,		b. Tel. No. (b) (6), (b) (7)(C)
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 17006 S. Weber Dr. Chandler, AZ 85226	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C)@ayrwellness
		h. Number of workers employed 35
i. Type of Establishment (factory, mine, wholesaler, etc.) Retail Cannabis	j. Identify principal product or service Medicinal and Recreational Cannabis	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

During the last six months the above name employer discriminated against its employees because of their union and other protected activities and in order to discourage such activities by, among other ways: 1. Moving production to another location; constructively discharging its employees because their union and protected activities.

By these and other activities the Employer has interfered with, restrained, and coerced its employees in the exercise of their Section 7 rights.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

United Food and Commercial Workers Union, Local 99

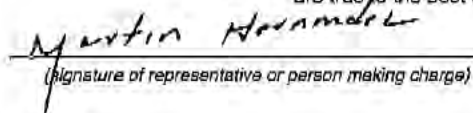
4a. Address (Street and number, city, state, and ZIP code) 2401 N. Central Avenue, Phoenix, AZ 85004	4b. Tel. No. 602-254-0099
	4c. Cell No.
	4d. Fax No. 602-251-0459
	4e. e-mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

United Food and Commercial Workers International Union

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.


(signature of representative or person making charge)

Martin Hernandez, Director of Organizing

(Print type name and title or office, if any)

Same as 4a.

Address

Date 5-06-2022

Tel. No.

602-254-0099

Office, if any, Cell No.

Fax No.

e-mail

martinh@ufcw99.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

01-CA-303859

Date Filed

9/21/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Sira Naturals	b. Tel. No. 508-422-0145
	c. Cell No.
	f. Fax No.
d. Address (Street, city, state, and ZIP code) 13 Commercial Way Milford, MA 01757	e. Employer Representative (b) (6), (b) (7)(C)
	g. e-mail (b) (6), (b) (7)(C)@ayrwellness.com
	h. Number of workers employed
i. Type of Establishment (factory, mine, wholesaler, etc.) cannabis production	j. Identify principal product or service cannabis

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about (b) (6), (b) (7)(C) 2022, the Employer disciplined (b) (6), (b) (7)(C) for engaging in protected, concerted activity and has thus violated Section 8(a)(3) and (1) of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

UFCW, Local 1445

4a. Address (Street and number, city, state, and ZIP code) 30 Stergis Way Dedham, MA 02026	4b. Tel. No. 781-461-6775
	4c. Cell No.
	4d. Fax No. 781-461-0677
	4e. e-mail info@ufcwlocal1445.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

United Food and Commercial Workers International Union, AFL-CIO, CLC

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

Alfred Gordon O'Connell, General Counsel

(signature of representative or person making charge)

(Print/type name and title or office, if any)

Tel. No.
617-367-7200 x. 1-213

Office, if any, Cell No.

Fax No.
617-367-4820e-mail
agordon@pylerome.com

Pyle Rome Ehrenberg, 2 Liberty Sq., Boston, MA 02109

Sept. 21, 2022

Address

Date

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

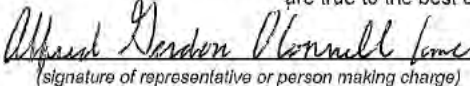
Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 01-CA-304245	Date Filed 9-28-22

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Sira Naturals	b. Tel. No. 508-422-0145
	c. Cell No.
	f. Fax No.
d. Address (Street, city, state, and ZIP code) 13 Commercial Way Milford MA 01757	e. Employer Representative (b) (6), (b) (7)(C)
	g. e-mail (b) (6), (b) (7)(C)@ayrwellness.com
	h. Number of workers employed
i. Type of Establishment (factory, mine, wholesaler, etc.) cannabis production	j. Identify principal product or service cannabis
<p>The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.</p>	
<p>2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)</p> <p>On or about (b) (6), (b) (7)(C) 2022, the Employer further disciplined (b) (6), (b) (7)(C) for engaging in protected, concerted activity and has thus violated Section 8(a)(3) and (1) of the Act.</p>	
<p>3. Full name of party filing charge (if labor organization, give full name, including local name and number) United Food & Commercial Workers Union, Local 1445</p>	
4a. Address (Street and number, city, state, and ZIP code) 30 Stergis Way Dedham, MA 02026	4b. Tel. No. 781-461-6775 4c. Cell No. 4d. Fax No. 781-461-0677 4e. e-mail
<p>5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) United Food and Commercial Workers International Union, AFL-CIO, CLC</p>	
<p style="text-align: center;">6. DECLARATION</p> <p>I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.</p> <p> Alfred Gordon O'Connell, General Counsel (signature of representative or person making charge) (Print/type name and title or office, if any)</p> <p>Pyle Rome Ehrenberg PC Address <u>2 Liberty Square, 10th Floor, Boston, MA 02109</u> Date <u>Sep 28, 2022</u></p>	
Tel. No. (617) 367-7200 Office, if any, Cell No. Fax No. 617-367-4820 e-mail agordon@pylerome.com	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

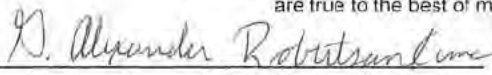
Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
AMENDED CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 01-CA-304245	Date Filed 3/27/2023

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT			
a. Name of Employer Sira Naturals		b. Tel. No. 508-422-0145	
		c. Cell No.	
		f. Fax No.	
d. Address (Street, city, state, and ZIP code) 13 Commercial Way Milford MA 01757		e. Employer Representative (b) (6), (b) (7)(C)	
		g. e-mail (b) (6), (b) (7)(C)@ayrwellness.com	
		h. Number of workers employed	
i. Type of Establishment (factory, mine, wholesaler, etc.) cannabis production		j. Identify principal product or service cannabis	
<p>The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) and (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.</p>			
<p>2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) The Employer discriminated against (b) (6), (b) (7)(C) because of and/or in order to discourage union activity and/or protected concerted activity by the following conduct: -On or about (b) (6), (b) (7)(C), 2022, by suspending (b) (6). -On or about (b) (6), (b) (7)(C), 2022, by discharging (b) (6), including but not limited to by failing to follow progressive discipline.</p>			
3. Full name of party filing charge (if labor organization, give full name, including local name and number) United Food & Commercial Workers Union, Local 1445			
4a. Address (Street and number, city, state, and ZIP code) 30 Stergis Way Dedham, MA 02026		4b. Tel. No. 781-461-6775	
		4c. Cell No.	
		4d. Fax No. 781-461-0677	
		4e. e-mail	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) United Food and Commercial Workers International Union, AFL-CIO, CLC			
<p>6. DECLARATION</p> <p>I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.</p> <p> (signature of representative or person making charge)</p> <p>G. Alexander Robertson, Attorney (Print/type name and title or office, if any)</p> <p>Pyle Rome Ehrenberg PC Address 2 Liberty Square, 10th Floor, Boston, MA 02109</p> <p>Date March 27 2023</p>		<p>Tel. No. (617) 367-7200</p> <p>Office, if any, Cell No.</p> <p>Fax No. 617-367-4820</p> <p>e-mail agordon@pylerome.com</p>	

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

01-CA-304694

Date Filed

10/5/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Sira Naturals		b. Tel. No. 508-422-0145
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 13 Commercial Way Milford MA 01757	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C)@ayrwellness.com
		h. Number of workers employed
i. Type of Establishment (factory, mine, wholesaler, etc.) cannabis production	j. Identify principal product or service cannabis	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about (b) (6), (b) (7)(C) 2022, the Employer disciplined (b) (6), (b) (7)(C) for engaging in protected, concerted activity and has thus violated Section 8(a)(3) and (1) of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
United Food & Commercial Workers Union, Local 1445

4a. Address (Street and number, city, state, and ZIP code) 30 Stergis Way Dedham, MA 02026	4b. Tel. No. 781-461-6775
	4c. Cell No.
	4d. Fax No. 781-461-0677
	4e. e-mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)
United Food and Commercial Workers International Union, AFL-CIO, CLC

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

Alfred Gordon O'Connell, General Counsel

(signature of representative or person making charge)

(Print/type name and title or office, if any)

Tel. No.
(617) 367-7200

Office, if any, Cell No.

Fax No.
617-367-4820e-mail
agordon@pylerome.comPyle Rome Ehrenberg PC
Address 2 Liberty Square, 10th Floor, Boston, MA 02109Oct. 5, 2022
DateWILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
AMENDED CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
01-CA-304694Date Filed
3/27/2023**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Sira Naturals		b. Tel. No. 508-422-0145
		c. Cell No.
		d. Fax No.
d. Address (Street, city, state, and ZIP code) 13 Commercial Way Milford MA 01757	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C)@ayrwellness.com
		h. Number of workers employed
i. Type of Establishment (factory, mine, wholesaler, etc.) cannabis production	j. Identify principal product or service cannabis	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) and (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

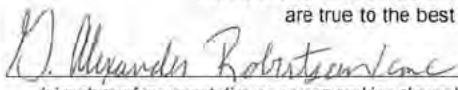
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about (b) (6), (b) (7)(C), 2022, the Employer discriminated against (b) (6), (b) (7)(C) because of and/or in order to discourage union activity and/or protected concerted activity by issuing a written warning to (b) (6), (b) (7)(C), including but not limited to by failing to follow progressive discipline.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
United Food & Commercial Workers Union, Local 1445

4a. Address (Street and number, city, state, and ZIP code) 30 Stergis Way Dedham, MA 02026	4b. Tel. No. 781-461-6775
	4c. Cell No.
	4d. Fax No. 781-461-0677
	4e. e-mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)
United Food and Commercial Workers International Union, AFL-CIO, CLC

6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.  (signature of representative or person making charge) G. Alexander Robertson, Attorney (Print/type name and title or office, if any)		Tel. No. (617) 367-7200
		Office, if any, Cell No.
		Fax No. 617-367-4820
Pyle Rome Ehrenberg PC Address 2 Liberty Square, 10th Floor, Boston, MA 02109 Date March 27, 2023		e-mail arobertson@pylerome.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case 01-CA-306364

Date Filed
11-1-2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Sira Naturals		b. Tel. No. 508-422-0145
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 13 Commercial Way Milford MA 01757	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C)@ayrwellness.com
		h. Number of workers employed
i. Type of Establishment (factory, mine, wholesaler, etc.) cannabis production	j. Identify principal product or service cannabis	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about (b) (6), (b) (7)(C) 2022, the Employer discharged bargaining unit employee (b) (6), (b) (7)(C) for engaging in protected, c y and has thus violated Section 8(a)(3) and (1) of the Act.

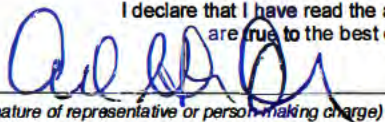
3. Full name of party filing charge (if labor organization, give full name, including local name and number)
United Food & Commercial Workers Union, Local 1445

4a. Address (Street and number, city, state, and ZIP code) 30 Stergis Way Dedham, MA 02026	4b. Tel. No. 781 461-6775
	4c. Cell No.
	4d. Fax No. 781-461-0677
	4e. e-mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)
United Food and Commercial Workers International Union, AFL-CIO, CLC

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.



(signature of representative or person making charge)

Alfred Gordon O'Connell, General Counsel

(Print/type name and title or office, if any)

Pyle Rome Ehrenberg PC
Address 2 Liberty Square, 10th Floor, Boston, MA 02109

Nov. 1, 2022
Date

Tel. No.
(617) 367-7200

Office, if any, Cell No.

Fax No.
617-367-4820

e-mail
agordon@pylerome.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT


Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942 43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 01-CA-307526	Date Filed Nov. 18, 2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Sira Naturals	b. Tel. No. 508-422-0145
	c. Cell No.
	f. Fax. No.
d. Address (Street, city, state, and ZIP code) 13 Commercial Way Milford MA 01757	e. Employer Representative (b) (6), (b) (7)(C)
	g. e-mail (b) (6), (b) (7)(C)@ayrwellness.com
	h. Number of workers employed
i. Type of Establishment (factory, mine, wholesaler, etc.) cannabis production	j. Identify principal product or service cannabis
<p>The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) and (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.</p>	
<p>2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)</p> <p>On or about (b) (6), (b) (7)(C), 2022, the Employer discriminated against employee (b) (6), (b) (7)(C) because of and/or in order to discourage union activity by issuing a written warning to (b) (6).</p> <p>Since on or about May 18, 2022, the Employer has interfered with, restrained, and coerced employees in the exercise of rights protected by Section 7 of the Act by directing employees not to engage in protected activity in the signature block of their emails.</p>	
<p>3. Full name of party filing charge (if labor organization, give full name, including local name and number)</p> <p>United Food & Commercial Workers Union, Local 1445</p>	
4a. Address (Street and number, city, state, and ZIP code) 30 Stergis Way Dedham, MA 02026	4b. Tel. No. 781-461-6775
	4c. Cell No.
	4d. Fax No. 781-461-0677
	4e. e-mail
<p>5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)</p> <p>United Food and Commercial Workers International Union, AFL-CIO, CLC</p>	
<p>6. DECLARATION</p> <p>I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.</p> <p> G. Alexander Robertson, Attorney (signature of representative or person making charge) (Print/type name and title or office, if any)</p> <p>Pyle Rome Ehrenberg PC Address 2 Liberty Square, 10th Floor, Boston, MA 02109 Date Nov. 18, 2022</p>	
<p>Tel. No. (617) 367-7200</p> <p>Office, if any, Cell No.</p> <p>Fax No. 617-367-4820</p> <p>e-mail arobertson@pylerome.com</p>	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

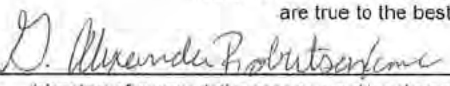
Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
AMENDED CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 01-CA-307526	Date Filed 3/27/2023

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Sira Naturals	b. Tel. No. 508-422-0145
	c. Cell No.
	f. Fax. No.
d. Address (Street, city, state, and ZIP code) 13 Commercial Way Milford MA 01757	e. Employer Representative (b) (6), (b) (7)(C)
	g. e-mail (b) (6), (b) (7)(C)@ayrwellness.com
	h. Number of workers employed
i. Type of Establishment (factory, mine, wholesaler, etc.) cannabis production	j. Identify principal product or service cannabis
The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) and (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) On or about (b) (6), (b) (7)(C), 2022, the Employer discriminated against employee (b) (6), (b) (7)(C) because of and/or in order to discourage union activity by issuing a written warning to (b) (6).	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) United Food & Commercial Workers Union, Local 1445	
4a. Address (Street and number, city, state, and ZIP code) 30 Stergis Way Dedham, MA 02026	4b. Tel. No. 781-461-6775
	4c. Cell No.
	4d. Fax No. 781-461-0677
	4e. e-mail
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) United Food and Commercial Workers International Union, AFL-CIO, CLC	
6. DECLARATION	
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.	
 (signature of representative or person making charge)	G. Alexander Robertson, Attorney (Print/type name and title or office, if any)
Pyle Rome Ehrenberg PC Address 2 Liberty Square, 10th Floor, Boston, MA 02109	Tel. No. (617) 367-7200
Date March 27, 2023	Office, if any, Cell No.
	Fax No. 617-367-4820
	e-mail arobertson@pylerome.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 01-CA-307988	Date Filed 11-30-2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT			
a. Name of Employer Sira Naturals		b. Tel. No. 508-422-0145	
		c. Cell No.	
		f. Fax. No.	
d. Address (Street, city, state, and ZIP code) 13 Commercial Way Milford MA 01757		e. Employer Representative (b) (6), (b) (7)(C)	
		g. e-mail (b) (6), (b) (7)(C)@ayrwellness.com	
		h. Number of workers employed	
i. Type of Establishment (factory, mine, wholesaler, etc.) cannabis production		j. Identify principal product or service cannabis	
<p>The above named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.</p>			
<p>2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)</p> <p>Since on or about September 7, 2022, the Employer has interfered with, restrained, and coerced employees in the exercise of rights protected by Section 7 of the Act by the following conduct:</p> <ul style="list-style-type: none"> -By interrogating employees about union activity and protected concerted activity -By directing employees not to engage in union and protected concerted activity, including directing employees not to discuss individual employees' wage rates. 			
<p>3. Full name of party filing charge (if labor organization, give full name, including local name and number)</p> <p>United Food & Commercial Workers Union, Local 1445</p>			
4a. Address (Street and number, city, state, and ZIP code) 30 Stergis Way Dedham, MA 02026		4b. Tel. No. 781-461-6775	
		4c. Cell No.	
		4d. Fax No. 781-461-0677	
		4e. e mail	
<p>5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)</p> <p>United Food and Commercial Workers International Union, AFL-CIO, CLC</p>			
<p style="text-align: center;">6. DECLARATION</p> <p>I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.</p> <p> (signature of representative or person making charge)</p> <p>G. Alexander Robertson, Attorney (Print/type name and title or office, if any)</p> <p>Pyle Rome Ehrenberg PC Address 2 Liberty Square, 10th Floor, Boston, MA 02109</p>		<p>Tel. No. (617) 367-7200</p> <p>Office, if any, Cell No.</p> <p>Fax No. 617-367-4820</p> <p>e mail arobertson@pylerome.com</p>	
<p>Date Nov. 30, 2022</p>			

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942 43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
AMENDED CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
01-CA-307988Date Filed
3-27-2023

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Sira Naturals, Inc.		b. Tel. No. 508-422-0145
		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code) 13 Commercial Way Milford MA 01757	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C)@ayrwellness.com
		h. Number of workers employed
i. Type of Establishment (factory, mine, wholesaler, etc.) cannabis production	j. Identify principal product or service cannabis	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Since on or about September 7, 2022, the Employer has interfered with, restrained, and coerced employees in the exercise of rights protected by Section 7 of the Act by the following conduct:

- By interrogating employees about union activity and protected concerted activity
- By directing employees not to engage in union and protected concerted activity, including directing employees not to discuss individual employees' wage rates
- By telling employees that protected activity was inappropriate and would hurt morale.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

United Food & Commercial Workers Union, Local 1445

4a. Address (Street and number, city, state, and ZIP code)

30 Stergis Way
Dedham, MA 020264b. Tel. No.
781-461-6775

4c. Cell No.

4d. Fax No.
781-461-0677

4e. e-mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

United Food and Commercial Workers International Union, AFL-CIO, CLC

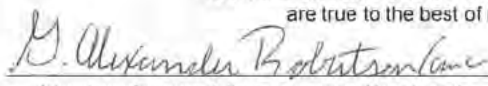
6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

Tel. No.
(617) 367-7200

Office, if any, Cell No.

Fax No.
617-367-4820e-mail
arobertson@pylerome.com


(signature of representative or person making charge)

Pyle Rome Ehrenberg PC
Address 2 Liberty Square, 10th Floor, Boston, MA 02109

G. Alexander Robertson, Attorney
(Print/type name and title or office, if any)

Date March 27, 2023

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
14-CA-300153	July 27, 2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Bloom Medicinals of Missouri-Dispensary I, LLC		b. Tel. No. (636) 270-2600
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 6700 Highway N MO St. Charles 63304	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C) @bloommissouri.com
		h. Number of workers employed 3
i. Type of Establishment (factory, mine, wholesaler, etc.) Retail (Drugs)	j. Identify principal product or service Cannabis	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 3 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

--See additional page--

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
Sean Shannon

United Food and Commercial Workers Local 655

4a. Address (Street and number, city, state, and ZIP code) 300 Weidman Road MO Ballwin 63011	4b. Tel. No. (314) 835-2700
	4c. Cell No. (314) 440-6754
	4d. Fax No.
	4e. e-mail sshannon@ufcw655.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.Janine M. Martin
Attorney

(signature of representative or person making charge)

(Print/type name and title or office, if any)

13205 Manchester Road, Ste. 210

Address St. Louis MO 63131

Date 07/27/2022 07:23:19 AM

Tel. No.
(314) 727-1015

Office, if any, Cell No.

Fax No.
(314) 727-6804e-mail
jmartin@hammondshinners.com**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

Basis of the Charge

8(a)(3)

Within the previous six months, the Employer discharged an employee(s) because the employee(s) joined or supported a labor organization and in order to discourage union activities and/or membership.

Name of employee discharged	Approximate date of discharge
(b) (6), (b) (7)(C)	(b) (6), (b) (7) /2022

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD**FIRST AMENDED CHARGE AGAINST EMPLOYER****INSTRUCTIONS:**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
14-CA-300153	November 16, 2022

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Bloom Medicinals of Missouri-Dispensary 1, LLC		b. Tel. No. (636)270-2600
		c. Cell No.
d. Address (Street, city, state, and ZIP code) 6700 Highway N St. Charles, MO 63304	e. Employer Representative (b) (6), (b) (7)(C)	f. Fax No.
		g. e-mail (b) (6), (b) (7)(C)@bloommissouri.com
		h. Number of Workers Employed
i. Type of Establishment (factory, mine, wholesaler, etc.) retail	j. Identify Principal Product or Service cannabis	

1. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Since about (b) (6), (b) (7)(C), 2022, the Employer has discriminated against employee (b) (6), (b) (7)(C) by issuing (b) (6), (b) (7)(C) discipline and discharging (b) (6), (b) (7)(C) in retaliation for an in order to discourage union activities and/or membership.

On about May 25, 2022, the Employer solicited employee grievances and interrogated employees about their union activity.

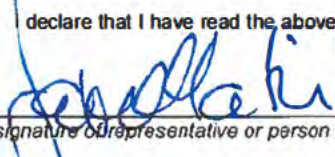
3. Full name of party filing charge (if labor organization, give full name, including local name and number)

United Food and Commercial Workers Local 655

4a. Address (Street and number, city, state, and ZIP code) 300 Weidman Road Ballwin, MO 63011	4b. Tel. No. (314)835-2700
	4c. Cell No. (314)440-6754
	4d. Fax No.
	4e. e-mail sshannon@ufcw655.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

United Food and Commercial Workers International Union

6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		Tel. No. (314)727-1015
		Office, if any, Cell No.
(signature of representative or person making charge) 	Janine M. Martin, Attorney (Print/type name and title or office, if any)	Fax No. (314)727-6804
Address 13205 Manchester Road, Ste 210 St. Louis, MO 63131	Date Nov 15, 2022	e-mail jmartin@hammondshinners.com

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**


Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 13-CA-295623	Date Filed 5/11/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Curaleaf	b. Tel. No. 312-371-3435
	c. Cell No.
	f. Fax No.
d. Address (Street, city, state, and ZIP code) 923 W. Weed St, Chicago, IL 60642	e. Employer Representative Cristina Nutzman
	g. e-mail cristina.nutzman@curaleaf.com
	h. Number of workers employed 33
i. Type of Establishment (factory, mine, wholesaler, etc.) Retail	j. Identify principal product or service Cannabis
<p>The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.</p>	
<p>2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)</p> <p>- Within the last six (6) months the Employer has violated the Act by refusing to recognize the Union.</p> <p>- Within the last six (6) months the Employer has violated the Act by refusing to bargaining with the Union.</p>	
<p>3. Full name of party filing charge (if labor organization, give full name, including local name and number)</p> <p>Local 881 United Food and Commercial Workers</p>	
4a. Address (Street and number, city, state, and ZIP code) 1350 E Touhy Ave #300e, Des Plaines, IL 60018	4b. Tel. No. 847-294-5064
	4c. Cell No.
	4d. Fax No.
	4e. e-mail BillOKeefe@local881ufcw.org
<p>5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)</p> <p>United Food and Commercial Workers International Union</p>	
<p style="text-align: center;">6. DECLARATION</p> <p>I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.</p> <div style="display: flex; justify-content: space-between;"> <div style="width: 45%;"> <p> (signature of representative or person making charge)</p> </div> <div style="width: 45%;"> <p>Joseph C. Torres, Attorney (Print/type name and title or office, if any)</p> </div> </div> <div style="display: flex; justify-content: space-between; margin-top: 10px;"> <div style="width: 45%;"> <p>Address 20 S. Clark St., Suite 1720, Chicago, IL 60603</p> </div> <div style="width: 45%;"> <p>Date 5/11/2022</p> </div> </div>	
<div style="display: flex; justify-content: space-between;"> <div style="width: 60%;"> <p>Tel. No. 312-641-2910</p> <p>Office, if any, Cell No.</p> <p>Fax No.</p> <p>e-mail joe@karmellawfirm.com</p> </div> </div>	

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER**DO NOT WRITE IN THIS SPACE**Case
13-CA-295623Date Filed
7/26/2022**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer GHG Management LLC, d/b/a Windy City Cannabis and d/b/a Curaleaf Weed Street		b. Tel. No. 312-371-3435
		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code) 923 W. Weed St., Chicago, IL 60642	e. Employer Representative Cristina Nutzman	g. e-mail cristina.nutzman@curaleaf.com
		h. Number of workers employed 33
i. Type of Establishment (factory, mine, wholesaler, etc.) Retail	j. Identify principal product or service Cannabis	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

- Within the last six (6) months the Employer has violated the Act by refusing to recognize the Union.
- Within the last six (6) months the Employer has violated the Act by refusing to bargain with the Union.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Local 881 United Food and Commercial Workers

4a. Address (Street and number, city, state, and ZIP code) 1350 E. Touhy Ave., #300e, Des Plaines, IL 60018	4b. Tel. No. 847-294-5064
	4c. Cell No.
	4d. Fax No.
	4e. e-mail BillOKeeffe@local881ufcw.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

Joseph C. Torres, Attorney

(signature of representative or person making charge)

(Print/type name and title or office, if any)

20 S. Clark St., Suite 1720, Chicago, IL 60603

Date 7/26/2022

Address

Tel. No.
312-641-2910

Office, if any, Cell No.

Fax No.

e-mail
joe@karmellawfirm.com**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 13-CA-304261	Date Filed 9/28/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Curaleaf		b. Tel. No. 312-214-4815
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) -10000 Skokie Blvd., Skokie, IL 60077 - 9930 190th St., Unit H, IL 60448 - 11425 S. Harlem Ave., Worth, IL 60482	e. Employer Representative David Weldon, Attorney	g. e-mail davidweldon@btlaw.com
		h. Number of workers employed 90
i. Type of Establishment (factory, mine, wholesaler, etc.) Retail	j. Identify principal product or service Cannabis	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3)(5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

- Within the last six (6) months the Employer has violated the Act by refusing to offer bargaining unit employees Juneteenth as a holiday while offering non-bargaining unit employees Juneteenth as a holiday.

- Within the last six (6) months the Employer has violated the Act by removing bargaining unit employees' ability to use meal waivers.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
Local 881 United Food and Commercial Workers

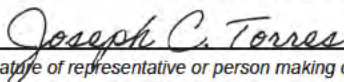
4a. Address (Street and number, city, state, and ZIP code) 1350 E Touhy Ave #300e, Des Plaines, IL 60018	4b. Tel. No. (847) 294-5064
	4c. Cell No.
	4d. Fax No.
	4e. e-mail AnthonyMalito@local881ufcw.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)
United Food and Commercial Workers International Union

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

Joseph C. Torres, Attorney


(signature of representative or person making charge)

(Print/type name and title or office, if any)

Tel. No.
312-641-2910

Office, if any, Cell No.

Fax No.

Address 20 S. Clark St., Suite 1720, Chicago, IL 60603

Date 9.28.2022

e-mail
joe@karmellawfirm.comWILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 13-CA-308383	Date Filed 12-06-2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Curaleaf		b. Tel. No. (224) 707-9072
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 10000 Skokie Blvd, Skokie, IL 60077 11425 S. Harlem Ave, Worth, IL 60482 9930 190th St. Unit H, Mokena, IL 60448	e. Employer Representative David Weldon, Attorney Barnes & Thornburg LLP One North Wacker Drive Suite 4400, Chicago, IL 60606	g. e-mail David.Weldon@btlaw.com
		h. Number of workers employed 90
i. Type of Establishment (factory, mine, wholesaler, etc.) Retail	j. Identify principal product or service Cannabis	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

- In November 2022, the Employer violated the Act when it engaged in direct dealing by offering severance agreements to bargaining unit employees.
- In November 2022, the Employer violated the Act when it engaged in direct dealing by offering to move employees from full-time to part-time status.
- In or about November 2022, the Employer violated the Act when it bargained in bad faith regarding planned layoffs.
- In or about November 2022, the Employer violated the Act when it refused to bargain over recall rights for employees impacted by planned layoffs.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
Local 881 United Food and Commercial Workers

4a. Address (Street and number, city, state, and ZIP code) 1350 E Touhy Ave #300e, Des Plaines, IL 60018	4b. Tel. No. (847) 294-5064
	4c. Cell No.
	4d. Fax No.
	4e. e-mail AnthonyMalito@local881ufcw.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)
United Food and Commercial Workers International Union

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

Joseph C. Torres, Attorney


(signature of representative or person making charge)

(Print/type name and title or office, if any)

Tel. No.
312-641-2910

Office, if any, Cell No.

Fax No.

Address 20 S. Clark, Suite 1720, Chicago, IL 60603

Date 12/6/2022

e-mail
joe@karmellafirm.com

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER**DO NOT WRITE IN THIS SPACE**Case
13-CA-317761Date Filed
5/9/2023**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Curaleaf		b. Tel. No. (224) 707-9072
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 10000 Skokie Blvd., Skokie, IL 60077 11425 S. Harlem Ave., Worth, IL 60482 9930 190th St., Unit H. Mokena, IL 60448	e. Employer Representative David Weldon, Attorney Barnes & Thornburg LLP One North Wacker Drive, Suite 4400, Chicago, IL 60606	g. e-mail david.weldon@btlaw.com
		h. Number of workers employed 90
i. Type of Establishment (factory, mine, wholesaler, etc.) Retail	j. Identify principal product or service Cannabis	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3)(5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

- Within the last 6 months, the Employer violated the Act by granting wage and benefit increases to non-bargaining unit employees while failing and/or refusing to grant the same wage increases to bargaining unit employees.

- On or about May 4, 2023, the Employer violated the Act when it unilaterally changed the employee discount program.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
Local 881 United Food and Commercial Workers

4a. Address (Street and number, city, state, and ZIP code) 1350 E. Touhy Ave., #300e, Des Plaines, IL 60018	4b. Tel. No. (847) 294-5064
	4c. Cell No.
	4d. Fax No.
	4e. e-mail anthonymalito@local881ufcw.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)
United Food and Commercial Workers International Union**6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.



Joseph C. Torres, Attorney

(signature of representative or person making charge)

(Print/type name and title or office, if any)

Tel. No.
312-641-2910

Office, if any, Cell No.

Fax No.

Address 20 S. Clark St., Ste. 1720, Chicago, IL 60603

Date 5/9/2023

e-mail
joe@karmellawfirm.com**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

INTERNET
FORM NLRB-501
(2-08)UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER**DO NOT WRITE IN THIS SPACE**

Case

28-CA-267540

Date Filed

10/13/2020

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT			
a. Name of Employer Curaleaf		b. Tel. No. (480) 361-0078	
		c. Cell No.	
		f. Fax No.	
d. Address (Street, city, state, and ZIP code) 157 s Hamilton place Suite 110 AZ Gilbert 85233-_____		e. Employer Representative Stephanie Cade Hr director	
		g. e-Mail stephaniecade@curaleaf.com	
		h. Number of workers employed 30	
i. Type of Establishment (factory, mine, wholesaler, etc.) Retail (Specialty)		j. Identify principal product or service Marijuana	
k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 3 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) --See additional page--			
3. Full name of party filing charge (if labor organization, give full name, including local name and number) Anissa Y Keane Title:			
4a. Address (Street and number, city, state, and ZIP code) 29 N MAY AZ Mesa 85201-_____		4b. Tel. No. (623) 340-6254	
		4c. Cell No.	
		4d. Fax No.	
		4e. e-Mail anissakeane@gmail.com	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)			
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		Tel. No. (623) 340-6254	
By Anissa Y Keane (signature of representative or person making charge)		Anissa Y Keane Title: (Print/type name and title or office, if any)	
		Office, if any, Cell No.	
		Fax No.	
29 N MAY Address Mesa AZ 85201-_____		e-Mail anissakeane@gmail.com	
		10/13/2020 15:22:55 (date)	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**PRIVACY ACT STATEMENT**

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Basis of the Charge

8(a)(3)

Within the previous six months, the Employer discharged an employee(s) because the employee(s) joined or supported a labor organization and in order to discourage union activities and/or membership.

Name of employee discharged	Approximate date of discharge
Anissa Keane	8/28/2020

8(a)(1)

Within the previous six-months, the Employer has interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act by threatening to retaliate against employees if they joined or supported a union.

Name of Employer's Agent/Representative who made the statement	Approximate date
We would lose our tips if we unionized	7/1

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD**FIRST AMENDED CHARGE AGAINST EMPLOYER****INSTRUCTIONS:**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
28 CA-267540	December 28, 2020

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Curaleaf		b. Tel. No. (480)361-0078
		c. Cell No.
d. Address (street, city, state ZIP code) 157 S. Hamilton Place, Suite 110, Gilbert, AZ 85233	e. Employer Representative Stephanie Cade Hr director	f. Fax No.
		g. e-Mail stephaniecade@curaleaf.com
		h. Dispute Location (City and State) Gilbert, AZ
i. Type of Establishment (factory, nursing home, hotel)	j. Principal Product or Service	k. Number of workers at dispute location 30

1. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

During the past six months, the above-named employer has interfered with, restrained, and coerced employees in the exercise of their rights under Section 7 of the National Labor Relations Act, by its actions, including, but not limited to creating an impression among its employees that their union activities were under surveillance by the employer, threatening its employees with losing their tips if they unionized, promising its employees benefits if they refrained from union organizational activity, and discharging its employees, including, but not limited to, Anissa Keane, because they engaged in protected, concerted activities.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of their rights under Section 7 of the National Labor Relations Act

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Anissa Y Keane

4a. Address (street and number, city, state, and ZIP code)

29 N. May, Mesa, AZ 85201

4b. Tel. No.

(623)340-6254

4c. Cell No.**4d. Fax No.****4e. e-Mail**

anissakeane@gmail.com

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By: 
(signature of representative of person making charge)

Anissa Y Keane

Print Name and Title

Address: 29 N. May, Mesa, AZ 85201

Date:

Tel. No.

(623)340-6254

Office, if any, Cell No.**Fax No.****e-Mail**

anissakeane@gmail.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**PRIVACY ACT STATEMENT**

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FORM NLRB-501
(3-21)UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

28-CA-296667

Date Filed

May 20, 2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Curaleaf Dispensary Camelback		b. Tel. No. 602-354-3094
		c. Cell No. 602-400-8566
		f. Fax. No.
d. Address (Street, city, state, and ZIP code) 1040 E. Camelback Rd, Unit A, Phoenix, AZ 85014	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C)@curaleaf.com
		h. Number of workers employed 30 +
i. Type of Establishment (factory, mine, wholesaler, etc.) Cannabis retail	j. Identify principal product or service Cannabis Medicinal and Recreational	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 3 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

During the last six months, the above - named employer discriminated against its employees by, including, but not limited to, discharging its employee (b) (6), (b) (7)(C) because (b) (6), (b) (7)(C) engaged in protected and concerted activities.

By the above and other acts, the employer has interfered with, restrained and coerced employees in the exercise of their rights protected under Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

United Food and Commercial Workers Union Local 99

4a. Address (Street and number, city, state, and ZIP code) 2401 N. Central Avenue, Phoenix, Az 85004	4b. Tel. No. 602-254-0099
	4c. Cell No.
	4d. Fax No. 602-252-0459
	4e. e-mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

United Food and Commercial Workers International Union

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

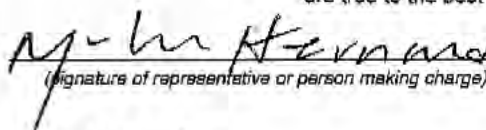
Martin Hernandez, Director of organizing

Tel. No.

Office, if any, Cell No.

Fax No.

e-mail



(Signature of representative or person making charge)

(Print/type name and title or office, if any)

same as 4a

5-20-2022

Address

Date

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 19, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 28-CA-299521	Date Filed July 14, 2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Curaleaf Dispensary Camelback	b. Tel. No. 602-354-3094
	c. Cell No.
	f. Fax No.
d. Address (Street, city, state, and ZIP code) 1040 E. Camelback Rd. Unit A. Phoenix, AZ 85014	e. Employer Representative g. e-mail (b) (6), (b) (7)(C)@curaleaf.com
	h. Number of workers employed 30
i. Type of Establishment (factory, mine, wholesaler, etc.) Cannabis retail	j. Identify principal product or service
<p>The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 3 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.</p>	
<p>2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)</p> <p>Within the past six months, the above-named Employer has interfered with, restrained, and coerced its employees in the exercise of their rights protected under Section 7 of the Act by, among other things: creating the impression of surveillance; threatening with arrest; and calling the police and having its employees removed from its property because of their union sympathies and activities and in order to interfere with those activities.</p> <p>By these and other acts, the Employer has interfered with, restrained, and coerced employees in the exercise of their Section 7 rights</p>	
<p>3. Full name of party filing charge (if labor organization, give full name, including local name and number)</p> <p>United Food and Commercial Workers Union, Local 99</p>	
4a. Address (Street and number, city, state, and ZIP code) 2401 N. Central Avenue Phoenix, Arizona 85004	4b. Tel. No. 602-254-0099 4c. Cell No. 4d. Fax No. 602-251-0459 4e. e-mail
<p>5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)</p> <p>United Food and Commercial Workers International Union.</p>	
<p>6. DECLARATION</p> <p>I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.</p> <p> Martin Hernandez, Director of organizing</p> <p>(signature of representative or person making charge) (Print/type name and title or office, if any)</p> <p>same as 4a Address Date 7/14/2022</p>	
Tel. No. 602-251-0454 Office, if any, Cell No. Fax No. e-mail martinh@ufcw99.com	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

INSTRUCTIONS:**DO NOT WRITE IN THIS SPACE**

Case

Date Filed

28-CA-300347

July 27, 2022

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Curaleaf Dispensary Camelback		b. Tel. No. 602-354-3094
		c. Cell No.
d. Address (Street, city, state, and ZIP code) 1040 E. Camelback, Unit A Phoenix, AZ 85014	e. Employer Representative (b) (6), (b) (7)(C)	f. Fax No.
		g. e-mail (b) (6), (b) (7)(C)@curaleaf.com
		h. Number of Workers Employed
i. Type of Establishment (factory, mine, wholesaler, etc.) Cannabis retail	j. Identify Principal Product or Service	

[N. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

During the past six months, the above-named employer has interfered with, restrained, and coerced employees in the exercise of their rights under Section 7 of the National Labor Relations Act, by its actions, including, but not limited to discharging its employees, including, but not limited to, (b) (6), (b) (7)(C) because they engaged in protected, concerted activities, and union activities.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of their rights under Section 7 of the National Labor Relations Act.

3. Full name of party filing charge (If labor organization, give full name, including local name and number)

United Food and Commercial Workers Union Local 99

4a. Address (Street and number, city, state, and ZIP code)

2401 N. Central Avenue
Phoenix, AZ 85004

4b. Tel. No.

602-254-0099

4c. Cell No.**4d. Fax No.**

602-251-0459

4e. e-mail**5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)****6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

Tel. No.

602-251-0454

Office, if any, Cell No.

Martin Hernandez
(signature of representative or person making charge)

Martin Hernandez, Director or
Organizing

(Print/type name and title or office, if
any)

Fax No.

Address:

same as 4a

Date:

7/27/2022

e-mail

martinh@ufcw99.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

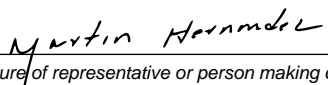
1-3182484692

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 28-CA-302934	Date Filed September 1, 2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Curaleaf Midtown	b. Telephone No. 602-466-1087
	c. Certificate No.
	f. Fax No.
d. Address (Street, city, state, and ZIP code) 2918 N. Central Avenue Phoenix, AZ 85012	e. Employer Representative (b) (6), (b) (7)(C)
	g. e-mail (b) (6), (b) (7)(C)@curaleaf.com
	h. Number of workers employed 30
i. Type of Establishment (factory, mine, wholesaler, etc.) Cannabis Retail	j. Identify principal product or service Cannabis Medicinal and Recreational
The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) During the last six months the above employer has interfered with, restrained, and coerced employees in the exercise of their Section 7 rights, by its actions, including, but not limited to, making unspecified threats; telling employees that bargaining would be futile; By telling employees that the union will force them to pay dues. The employer has also unilaterally changed policies, eliminated benefits, and created more onerous working conditions. By the above and other acts, the employer has interfered with, restrained, and coerced its employees in their rights under Section 7 of the Act.	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) United Food and Commercial Workers Union, Local 99	
4a. Address (Street and number, city, state, and ZIP code) 2401 N. Central Avenue, Phoenix, AZ 85004	4b. Telephone No. 602-254-0099
	4c. Certificate No.
	4d. Fax No. 602-251-0459
	4e. e-mail
5. Full name of national or international labor organization of which it is an affiliate or constituent (to be filled in when charge is filed by a labor organization) United Food and Commercial Workers International Union	
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. <div style="display: flex; justify-content: space-between;"> <div>  (signature of representative or person making charge) </div> <div> Martin Hernandez, Organizing Director (Print/type name and title or office if any) </div> </div>	
Te. No. 602-251-0459	
Office, if any, Certificate No.	
Fax No.	
e-mail martinh@ufcw99.com	
same as 4a Address _____	Date 9-01-2022 _____

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

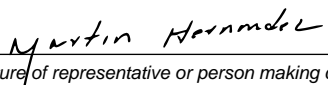
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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 28-CA-303282	Date Filed September 9, 2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Curaleaf Midtown	b. Telephone No. 602-466-1087
	c. Certificate No.
	f. Fax No.
d. Address (Street, city, state, and ZIP code) 2918 N. Central Avenue Phoenix, AZ 85012	e. Employer Representative (b) (6), (b) (7)(C)
	g. e-mail (b) (6), (b) (7)(C)@curaleaf.com
	h. Number of workers employed 30
i. Type of Establishment (factory, mine, wholesaler, etc.) Cannabis Retail	j. Identify principal product or service Cannabis Medicinal and Recreational
The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) During the last six months the above employer has interfered with, restrained, and coerced employees in the exercise of their Section 7 rights, by its actions, including, but not limited to, making unspecified threats to (b) (6), (b) (7)(C); telling employees they can't wear any Union buttons or Union lanyards; By the above and other acts, the employer has interfered with, restrained, and coerced its employees in their rights under Section 7 of the Act.	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) United Food and Commercial Workers Union, Local 99	
4a. Address (Street and number, city, state, and ZIP code) 2401 N. Central Avenue, Phoenix, AZ 85004	4b. Telephone No. 602-254-0099
	4c. Certificate No.
	4d. Fax No. 602-251-0459
	4e. e-mail
5. Full name of national or international labor organization of which it is an affiliate or constituent (to be filled in when charge is filed by a labor organization) United Food and Commercial Workers International Union	
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. <div style="display: flex; justify-content: space-between;"> <div>  (signature of representative or person making charge) </div> <div> Martin Hernandez, Organizing Director (Print/type name and title or office if any) </div> </div>	
same as 4a Address _____ Date 9-09-2022	
Telephone No. 602-251-0459 Office, if any, Certificate No. Fax No. e-mail martinh@ufcw99.com	

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

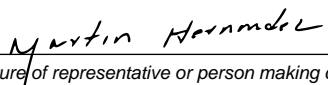
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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 28-CA-305502	Date Filed October 11, 2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Curaleaf Midtown	b. Telephone No. 602-466-1087 c. Certificate No. f. Fax No.
d. Address (Street, city, state, and ZIP code) 2918 N. Central Avenue Phoenix, AZ 85012	e. Employer Representative (b) (6), (b) (7)(C) g. e-mail (b) (6), (b) (7)(C)@curaleaf.com h. Number of workers employed 30
i. Type of Establishment (factory, mine, wholesaler, etc.) Cannabis Retail	j. Identify principal product or service Cannabis Medicinal and Recreational
The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) During the last six months the above employer has interfered with, restrained, and coerced employees in the exercise of their Section 7 rights, by its actions, including, but not limited to terminating (b) (6), (b) (7)(C) because (b) (6), (b) (7)(C) protected and union activities. By the above and other acts, the employer has interfered with, restrained, and coerced its employees in their rights under Section 7 of the Act.	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) United Food and Commercial Workers Union, Local 99	
4a. Address (Street and number, city, state, and ZIP code) 2401 N. Central Avenue, Phoenix, AZ 85004	4b. Telephone No. 602-254-0099 4c. Certificate No. 4d. Fax No. 602-251-0459 4e. e-mail
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) United Food and Commercial Workers International Union	
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. <div style="display: flex; justify-content: space-between;"> <div style="width: 45%;">  _____ (signature of representative or person making charge) </div> <div style="width: 45%;"> Martin Hernandez, Organizing Director _____ (Print/type name and title or office if any) </div> </div>	
same as 4a Address _____	Date 10-11-2022 _____ e-mail martinh@ufcw99.com

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

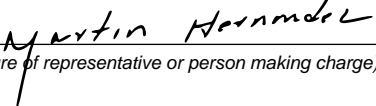
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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 28-CA-312226	Date Filed February 9, 2023

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT			
a. Name of Employer Healing Healthcare # 3 d/b/a Curaleaf Tucson		b. Telephone No. 520-293-3315	
		c. Cell Phone No.	
		f. Fax No.	
d. Address (Street, city, state, and ZIP code) 4695 N. Oracle rd # 117 Tucson, AZ 85705		e. Employer Representative (b) (6), (b) (7)(C)	
		g. e-mail (b) (6), (b) (7)(C)@curaleaf.com	
		h. Number of workers employed	
i. Type of Establishment (factory, mine, wholesaler, etc.) Cannabis retail		j. Identify principal product or service Cannabis Medicinal and Recreational	
The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 3 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) See Attachment A			
3. Full name of party filing charge (if labor organization, give full name, including local name and number) United Food and Commercial Workers Union Local 99			
4a. Address (Street and number, city, state, and ZIP code) 2401 N. Central Avenue Phoenix, AZ 85004		4b. Telephone No. 602-254-0099	
		4c. Cell Phone No.	
		4d. Fax No. 602-251-0459	
		4e. e-mail	
5. Full name of national or international labor organization of which the charge is filed (to be filled in when charge is filed by a labor organization) United Food and Commercial Workers International Union			
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.  (signature of representative or person making charge)		Martin Hernandez, Director of Organizing (Print/type name and title or office if any)	
same as 4b Address _____		Date 2-09-2023	
		Telephone No. 602-251-0454	
		Office, if any, Cell Phone No.	
		Fax No.	
		e-mail martinh@ufcw99.com	

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

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Attachment A
Curaleaf Healing Healthcare # 3 d/b/a

During the last six months, the above-name employer by its officers, agents, and supervisors discriminated against its employees including but not limited to, creating the impression of surveillance and monitoring the employees protected activities; by suggesting employees will not get pay increases if union won the election; by suggesting employees will get pay increases if union did not prevail; by making employees to attend mandatory anti- union meetings; by reading false election notice to employees; by coercing its employees by meeting organizing committee separately from all other employees; by disciplining employees because of their union activities.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced its employees in the exercise of their rights guaranteed under Section 7 of the Act.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 29-CA-298317	Date Filed 6/22/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Curaleaf NY		b. Tel. No. (b) (6), (b) (7)(C)
		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code) 107-18 70th Rd, Queens, NY 11375	e. Representative (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C)@curaleaf.com
		h. Number of workers employed
i. Type of Establishment (factory, mine, wholesaler, etc.) Retail store	j. Identify principal product or service Cannabis	

The above named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

In or about June 2022, the Employer violated the Act by creating the impression that a benefit was lost upon unionization in informing employees that non-members would receive a day off but union members would not, thereby discouraging exercise of rights and conveying the message that selecting a union was futile;

In or about June, 2022, the Employer violated the Act by conferring upon non-union members a day off, punishing employees for past concerted activity and discouraging the exercise of rights under the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Local 338 RWDSU/UFCW, AFL-CIO

4a. Address (Street and number, city, state, and ZIP code) 1505 Kellum Pl, Mineola, NY 11501	4b. Tel. No. (516) 294-1338
	4c. Cell No.
	4d. Fax No.
	4e. e-mail sguerrero@local338.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Local 338 RWDSU/UFCW, AFL-CIO

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

Attorney

(signature of representative or person making charge)

(Print/type name and title or office, if any)

1500 Broadway Suite 2300 New York, NY 10036

Address

Date 6/22/2022

Tel. No.
(212) 354-4500

Office, if any, Cell No.
(914) 527-1161

Fax No.

e mail
lgertner@friedmananspach.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

RECEIVED

By T. Fred at 10:30 am, Aug 24, 2022

DO NOT WRITE IN THIS SPACE

Case 29-CA-298317

Date Filed
8/24/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Curaleaf NY		b. Tel. No. (b) (6), (b) (7)(C)
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 107-18 70th Rd Queens NY 11375	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C)@curaleaf.com
		h. Number of workers employed
i. Type of Establishment (factory, mine, wholesaler, etc.) Retail store	j. Identify principal product or service Cannabis	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3), (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about June 2022, the Employer violated the Act by creating the impression that a benefit was lost upon unionization in informing employees that non-members would receive a day off but union members would not, thereby discouraging the exercise of rights and conveying the message that selecting the union was futile;

In or about June 2022, the Employer violated the Act by unilaterally changing terms and conditions on 6/8 by revoking the 6/3 grant of the Juneteenth holiday to represented employees, discouraging the exercise of rights under the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Local 338 RWDSU/UFCW, AFL-CIO

4a. Address (Street and number, city, state, and ZIP code) 1505 Kellum Pl Mineola, NY 11501	4b. Tel. No. 516-294-1338
	4c. Cell No.
	4d. Fax No.
	4e. e-mail sguerrero@local338.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Local 338 RWDSU/UFCW, AFL-CIO

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.



Attorney

(signature of representative or person making charge)

(Print/type name and title or office, if any)

1500 Broadway Suite 2300, New York, NY 10026

Address

Date 6/22/2022

Tel. No.
212-354-4500Office, if any, Cell No.
914-527-1161

Fax No.

e-mail
lgertner@friedmananspach.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER**DO NOT WRITE IN THIS SPACE**Case
04-CA-287726Date Filed
12-15-21**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Ilera Healthcare, LLC, a Terrascend Company d/b/a The Apothecarium		b. Tel. No. (b) (6), (b) (7)(C)
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 357 S Gulph Rd Suite 330 King of Prussia, PA 19406-3136	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C) @ilerahhealthcare.com
		h. Number of workers employed 12
i. Type of Establishment (factory, mine, wholesaler, etc.) Dispensary	j. Identify principal product or service Medical Marijuana	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about (b) (6), (b) (7)(C), 2021, the Respondent, by and through its agents and representatives, discharged (b) (6), (b) (7)(C) for engaging in concerted protected activity for mutual aid and protection (i.e., participating in a walk out with fellow employees at the Respondent's Dispensary in Phillipsburg, New Jersey, over unsafe and unsanitary working conditions). By this and other acts, the Respondent has interfered with (b) (6), (b) (7)(C) rights under Section 7 of the Act, in violation of Section 8(a)(1) of the Act. On or about (b) (6), (b) (7)(C), 2021, the Respondent, by and through its agents and representatives, discharged (b) (6), (b) (7)(C) because of (b) (6) union activities and sympathies. By this and other acts, the Respondent has violated Section 8(a)(3) of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

United Food and Commercial Workers Union, Local 360

4a. Address (Street and number, city, state, and ZIP code) UFCW Local 360 400 Commerce Lane & Rt. 73 West Berlin, NJ 08091-9253	4b. Tel. No. (856) 767-4001
	4c. Cell No.
	4d. Fax No.
	4e. e-mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

United Food and Commercial Workers Union

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

Charles T. Joyce

Attorney for Union

(signature of representative or person making charge)

(Print/type name and title or office, if any)

Tel. No.
(215) 732-0101

Office, if any, Cell No.

Fax No.

e-mail
CTJoyce@SpearWilderman.com

Address 230 S. Broad St., Philadelphia, PA 19102

Date Dec 14, 2021

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 13-CA-316168	Date Filed 4/13/2023

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer JDRC Managed Services, LLC/Sunnyside/Cresco	b. Tel. No. 312-929-0993
	c. Cell No.
	f. Fax No.
d. Address (Street, city, state, and ZIP code) 400 W Erie Street Suite 300 Chicago, IL 60654	e. Employer Representative Alexandra Wright, Senior Counsel, Labor Relations
	g. e-mail alexandra.wright@crescolabs.com
	h. Number of workers employed Approximately 366
i. Type of Establishment (factory, mine, wholesaler, etc.) Retail Dispensary	j. Identify principal product or service Cannabis
The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the past six months the above-named Employer violated the act by unilaterally removing the chairs in their "fishbowl" without bargaining the change in the working conditions.	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) Teamsters Local 777	
4a. Address (Street and number, city, state, and ZIP code) Greg Glimco 7827 Ogden Avenue Lyons, IL 60534	4b. Tel. No. 708-777-1081
	4c. Cell No.
	4d. Fax No.
	4e. e-mail greg@teamster777.org
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) International Brotherhood of Teamsters	
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. /s/ David O'Brien Suetholz David O'Brien Suetholz _____ (signature of representative or person making charge) (Print/type name and title or office, if any)	
Tel. No. 502-636-4333	
Office, if any, Cell No.	
Fax No.	
e-mail dave@hsglawgroup.com	
Address HSG LaW, 515 Park Avenue, Louisville, KY 40208 Date: April 13, 2023	

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 01-CA-305558	Date Filed 10/19/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Life Essence, Inc. d/b/a Trulieve	b. Tel. No. (b) (6), (b) (7)(C)
	c. Cell No.
	f. Fax. No.
d. Address (Street, city, state, and ZIP code) 85 Worcester Road Framingham, MA 01702	e. Employer Representative (b) (6), (b) (7)(C)
	g. e-mail (b) (6), (b) (7)(C) @trulieve.com
	h. Number of workers employed
i. Type of Establishment (factory, mine, wholesaler, etc.) cannabis dispensary	j. Identify principal product or service cannabis

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

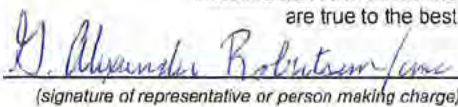
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about **(b) (6), (b) (7)(C)**, 2022, the Employer discriminated against employee **(b) (6), (b) (7)(C)** by discharging **(b) (6), (b) (7)(C)** because of and/or in order to discourage union activity.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
United Food & Commercial Workers Union, Local 1445

4a. Address (Street and number, city, state, and ZIP code) 30 Stergis Way Dedham, MA 02026	4b. Tel. No. 781-461-6775
	4c. Cell No.
	4d. Fax No. 781-461-0677
	4e. e-mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)
United Food and Commercial Workers International Union, AFL-CIO, CLC

6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		Tel. No. (617) 367-7200
 (signature of representative or person making charge)		Office, if any, Cell No.
G. Alexander Robertson, Attorney (Print/type name and title or office, if any)		Fax No. (617) 367-4820
Pyle Rome Ehrenberg PC Address 2 Liberty Square, 10th Floor, Boston, MA 02109		e-mail arobertson@pylerome.com
Date Oct 19, 2022		

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 01-CA-30682	Date Filed 10/31/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Life Essence, Inc. d/b/a Trulieve	h. Tel. No. (b) (6), (b) (7)(C)
	c. Cell No.
	f. Fax No.
d. Address (Street, city, state, and ZIP code) 85 Worcester Road Framingham, MA 01702	e. Employer Representative (b) (6), (b) (7)(C)
	g. e-mail (b) (6), (b) (7)(C) @trulieve.com
	h. Number of workers employed
i. Type of Establishment (factory, mine, wholesaler, etc.) cannabis dispensary	j. Identify principal product or service cannabis
The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)	
The Employer discriminated against employee (b) (6), (b) (7)(C) by the following conduct because of and/or in order to discourage union activity: -On or about (b) (6), (b) (7)(C) 2022, by suspending (b) (6), (b) (7)(C) -On or about (b) (6), (b) (7)(C) 2022, by discharging (b) (6), (b) (7)(C)	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) United Food & Commercial Workers Union, Local 1445	
4a. Address (Street and number, city, state, and ZIP code) 30 Stergis Way Dedham, MA 02026	4b. Tel. No. 781-461-6775
	4c. Cell No.
	4d. Fax No. 781-461-0677
	4e. e-mail
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) United Food and Commercial Workers International Union, AFL-CIO, CLC	
6. DECLARATION	
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.	
 (signature of representative or person making charge)	G. Alexander Robertson, Attorney (Printtype name and title or office, if any)
Pyle Rome Ehrenberg PC Address 2 Liberty Square, 10th Floor, Boston, MA 02109	Tel. No. (617) 367-7200
Date Oct 31, 2022	Office, if any, Cell No.
	Fax No. (617) 367-4820
	e-mail arobertson@pylerome.com

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

01-CA-307154

Date Filed

11/15/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Life Essence, Inc. d/b/a Trulieve		b. Tel. No. (b) (6), (b) (7)(C)
		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code) 85 Worcester Road Framingham, MA 01702	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C)@trulieve.com
		h. Number of workers employed
i. Type of Establishment (factory, mine, wholesaler, etc.) cannabis dispensary	j. Identify principal product or service cannabis	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) and (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

SEE ATTACHMENT

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
United Food & Commercial Workers Union, Local 1445

4a. Address (Street and number, city, state, and ZIP code) 30 Stergis Way Dedham, MA 02026	4b. Tel. No. 781-461-6775
	4c. Cell No.
	4d. Fax No. 781-461-0677
	4e. e-mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)
United Food and Commercial Workers International Union, AFL-CIO, CLC

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.


(signature of representative or person making charge)

G. Alexander Robertson, Attorney

(Printtype name and title or office, if any)

Pyle Rome Ehrenberg PC
Address 2 Liberty Square, 10th Floor, Boston, MA 02109

Date Nov 15, 2022

Tel. No.
(617) 367-7200

Office, if any, Cell No.

Fax No.
(617) 367-4820e-mail
arobertson@pylerome.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

**ATTACHMENT
CHARGE AGAINST EMPLOYER**

Item 2. Basis of the Charge:

The Employer discriminated against employees at its dispensary in Framingham, MA because of and/or in order to discourage union activity:

- On or about October 22, 2022, by closing the dispensary for a day and denying employees the opportunity to work.
- On or about October 29-30, 2022, by excluding these employees from a quarterly employee discount program.

The Employer has interfered with, restrained, and coerced employees in the exercise of rights guaranteed by Section 7 of the Act by the following conduct:

- Since about October 28, 2022, by informing employees that they would be excluded from a quarterly employee discount program because of union activity in the store.
- Since around early November 2022, by informing employees that they would be excluded from a new program in which employees could sample the Employer's products because of union activity in the store.
- Since about November 10, 2022, by threatening to reduce health benefits because employees unionize and/or to discriminate in terms of health benefits against union-represented employees.
- Since about November 10, 2022, by threatening to increase discipline and/or to enforce work rules and disciplinary policies more strictly if employees unionize.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD**FIRST AMENDED CHARGE AGAINST EMPLOYER****INSTRUCTIONS:****DO NOT WRITE IN THIS SPACE**

Case

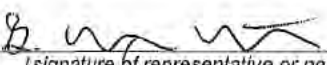
Date Filed

01-CA-307154

March 16, 2023

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Life Essence, Inc. d/b/a Trulieve		b. Tel. No. (b) (6), (b) (7)(C)
		c. Cell No.
d. Address (Street, city, state, and ZIP code) 85 Worcester Road, Framingham, MA 01702	e. Employer Representative (b) (6), (b) (7)(C)	f. Fax No.
		g. e-mail (b) (6), (b) (7)(C)@trulieve.com
		h. Number of workers Employed
i. Type of Establishment (factory, mine, wholesaler, etc.) Cannabis dispensary	j. Identify Principal Product or Service Cannabis	
l. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act. 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the past six months, the above named Employer engaged in the following unlawful conduct because employees engaged in union activity: <ul style="list-style-type: none"> In or around late October 2022, the Employer informed employees in the Framingham dispensary they were being excluded from the quarterly employee discount in violation of §8(a)(1) and (3) of the Act. Since around early November 2022, by informing employees that they would be excluded from a new sampling program because of union activity in the store in violation of §8(a)(1). 		
3. Full name of party filing charge (if labor organization, give full name, including local name and number) United Food and Commercial Workers International Union, Local 1445		
4a. Address (Street and number, city, state, and ZIP code) 30 STERGIS WAY, DEDHAM, MA 02026		4b. Tel. No. (781)461-6775
		4c. Cell No.
		4d. Fax No. (781)461-0677
		4e. e-mail
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)		
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.  (signature of representative or person making charge)		Tel. No. (781)461-6775 Office, if any, Cell No.
Address: 30 STERGIS WAY, DEDHAM, MA 02026		Fax No. (781)461-0677 e-mail
Date: 3/16/23		

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER**DO NOT WRITE IN THIS SPACE**

Case

01-CA-309421

Date Filed

12/23/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Life Essence, Inc. d/b/a Trulieve		(b) (6), (b) (7)(C)
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 85 Worcester Road Framingham, MA 01702	e. Employer Representative (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)@trulieve.com
		h. Number of workers employed
i. Type of Establishment (factory, mine, wholesaler, etc.) cannabis dispensary	j. Identify principal product or service cannabis	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

SEE ATTACHMENT

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
United Food & Commercial Workers Union, Local 1445

4a. Address (Street and number, city, state, and ZIP code) 30 Stergis Way Dedham, MA 02026	4b. Tel. No. 781-461-6775
	4c. Cell No.
	4d. Fax No. 781-461-0677
	4e. e-mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)
United Food and Commercial Workers International Union, AFL-CIO, CLC**6. DECLARATION**

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

/s/ G. Alexander Robertson

G. Alexander Robertson, Attorney

(signature of representative or person making charge)

(Print/type name and title or office, if any)

Pyle Rome Ehrenberg PC

Address 2 Liberty Square, 10th Floor, Boston, MA 02109

Date Dec 23, 2022

Tel. No.
(617) 367-7200

Office, if any, Cell No.

Fax No.
(617) 367-4820e-mail
arobertson@pylerome.com**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

**ATTACHMENT
CHARGE AGAINST EMPLOYER**

Item 2. Basis of the Charge:

On or about (b) (6), (b) (7)(C) 2022, the Union requested the Employer to recognize and bargain with it as the exclusive collective-bargaining representative of a wall-to-wall unit of employees at the Employer's retail cannabis dispensary in Framingham, Massachusetts. The Employer lacked a good-faith doubt as to the Union's majority support. Furthermore, starting on or about (b) (6), (b) (7)(C), or alternatively (b) (6), (b) (7)(C) the Employer embarked on an unlawful course of conduct that rendered the possibility of a fair election slight. Accordingly, since on or about (b) (6), (b) (7)(C) or alternatively (b) (6), (b) (7)(C) 2022, the Employer has violated Section 8(a)(5) by refusing to bargain with the Union.

The Employer refused to bargain with the Union by engaging in the following conduct without first providing the Union with notice and an opportunity to bargain:

- On or about (b) (6), (b) (7)(C), 2022, by suspending (b) (6), (b) (7)(C).
- On or about (b) (6), (b) (7)(C), 2022, by discharging (b) (6), (b) (7)(C).
- On or about (b) (6), (b) (7)(C), 2022, by discharging (b) (6), (b) (7)(C).

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 01-CA-315676	Date Filed 4/7/2023

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Life Essence, Inc. d/b/a Trulieve		(b) (6), (b) (7)(C)
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 85 Worcester Road Framingham, MA 01702	e. Employer Representative (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)@trulieve.com
		h. Number of workers employed
i. Type of Establishment (factory, mine, wholesaler, etc.) cannabis dispensary	j. Identify principal product or service cannabis	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

SEE ATTACHMENT

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
United Food & Commercial Workers Union, Local 1445

4a. Address (Street and number, city, state, and ZIP code) 30 Stergis Way Dedham, MA 02026	4b. Tel. No. 781-461-6775
	4c. Cell No.
	4d. Fax No. 781-461-0677
	4e. e-mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)
United Food and Commercial Workers International Union, AFL-CIO, CLC**6. DECLARATION**I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

/s/ G. Alexander Robertson

G. Alexander Robertson, Attorney

(signature of representative or person making charge)

(Print/type name and title or office, if any)

Pyle Rome Ehrenberg PC

Address 2 Liberty Square, 10th Floor, Boston, MA 02109

Date Apr 7, 2023

Tel. No.
(617) 367-7200

Office, if any, Cell No.

Fax No.
(617) 367-4820e-mail
arobertson@pylerome.com**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

**ATTACHMENT
CHARGE AGAINST EMPLOYER**

Item 2. Basis of the Charge:

In or around (b) (6), (b) (7)(C) 2023, the Employer discriminated against (b) (6), (b) (7)(C) because of and/or in order to discourage union activity by changing (b) (6), (b) (7)(C) status from full-time to part-time and reducing (b) (6), (b) (7)(C) hours.

The Employer has refused to bargain with the United Food & Commercial Workers Union, Local 1445 (the Union) by engaging in the following conduct without first giving the Union notice and an opportunity to bargain:

- In or around (b) (6), (b) (7)(C) 2023, by changing (b) (6), (b) (7)(C) status from full-time to part-time and thus reducing (b) (6), (b) (7)(C) hours.
- In or around early (b) (6), (b) (7)(C) 2023, by changing store hours and employee schedules.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 01-CA-317977	Date Filed 5/12/2023

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Life Essence, Inc. d/b/a Trulieve		b. Tel. No. (b) (6), (b) (7)(C)
		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code) 85 Worcester Road Framingham, MA 01702	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C)@trulieve.com
		h. Number of workers employed
i. Type of Establishment (factory, mine, wholesaler, etc.) cannabis dispensary	j. Identify principal product or service cannabis	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (1), (3), and (4) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)
On or about (b) (6), (b) (7)(C) 2023, the Employer discriminated against (b) (6), (b) (7)(C) by issuing a verbal warning to (b) (6), (b) (7)(C) because of and/or in order to discourage union activity and/or protected concerted activity and/or Board-related activity, including being named in an unfair labor practice charge.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
United Food & Commercial Workers Union, Local 1445

4a. Address (Street and number, city, state, and ZIP code) 30 Stergis Way Dedham, MA 02026	4b. Tel. No. 781-461-6775
	4c. Cell No.
	4d. Fax No. 781-461-0677
	4e. e-mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)
United Food and Commercial Workers International Union, AFL-CIO, CLC

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

/s/ G. Alexander Robertson

G. Alexander Robertson, Attorney

(signature of representative or person making charge)

(Print/type name and title or office, if any)

Pyle Rome Ehrenberg PC

Address 2 Liberty Square, 10th Floor, Boston, MA 02109

Date Apr 7, 2023

Tel. No.
(617) 367-7200

Office, if any, Cell No.

Fax No.
(617) 367-4820e-mail
arobertson@pylerome.comWILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case 01-CA-312185

Date Filed
2-14-2023**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Verano Four Daughters Holdings, LLC		(b) (6), (b) (7)(C)
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 1200 General Edwards Highway Sharon, MA 02067	e. Employer Representative (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)@veranobrands.com
		h. Number of workers employed
i. Type of Establishment (factory, mine, wholesaler, etc.) cannabis production	j. Identify principal product or service cannabis	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) and (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (b) (6), (b) (7)(C) a clear and concise statement of
In or around early (b) (6), (b) (7)(C) 2023, the Employer laid off (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C) because of and/or in order to discourage union activity.

In or around early February 2023, the Employer interfered with, restrained, and coerced employees in the exercise of rights protected by Section 7 of the Act by conditioning severance pay on execution of an agreement that restricts Section 7 activity.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
United Food & Commercial Workers Union, Local 1445

4a. Address (Street and number, city, state, and ZIP code) 30 Stergis Way Dedham, MA 02026	4b. Tel. No. (781) 461-6775
	4c. Cell No.
	4d. Fax No. (781) 461-0677
	4e. e-mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)
United Food and Commercial Workers International Union, AFL-CIO, CLC

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

/s/ G. Alexander Robertson

G. Alexander Robertson, Attorney

(signature of representative or person making charge)

(Print/type name and title or office, if any)

Pyle Rome Ehrenberg PC

Address 2 Liberty Square, 10th Floor, Boston, MA 02109

Date Feb 14, 2023

Tel. No.
(617) 367-7200

Office, if any, Cell No.

Fax No.
(617) 367-4820e-mail
arobertson@pylerome.com**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
28-CA-289113	1/14/2022

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Verano Holdings, LLC d/b/a Zen Leaf		b. Tel. No. (b) (6), (b) (7)(C)
c. Address (Street, city, state, and ZIP code) 107 S Southgate Dr. Chandler, AZ 85226		d. Cell No.
e. Employer Representative (b) (6), (b) (7)(C)		f. Fax No.
g. e-mail (b) (6), (b) (7)(C) @territorydispensary.com		h. Number of Workers Employed
i. Type of Establishment (factory, mine, wholesaler, etc.) Dispensary	j. Identify Principal Product or Service Cannabis	

1. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsection (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)
During the past six months, the above-named employer has interfered with, restrained, and coerced employees in the exercise of their rights under Section 7 of the National Labor Relations Act, by its actions, including, but not limited to: prohibiting its employees from talking about matters relating to their terms and conditions of employment while permitting employees to talk about other non-work subjects; directing employees to bring concerns about their terms and conditions of employment only to their supervisors or managers; threatening its employees with discharge and/or unspecified reprisals if they engaged in protected, concerted activities; interrogating its employees about their protected, concerted activities and the protected, concerted activities of other employees; and imposing more onerous working conditions on its employees including, but not limited to, (b) (6), (b) (7)(C) because they engaged in protected, concerted activities. By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of their rights under Section 7 of the National Labor Relations Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Tel. No.

4c. Cell No.

(b) (6), (b) (7)(C)

4d. Fax No.

4e. e-mail

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

(Signature of representative or person making charge)

(b) (6), (b) (7)(C)

(Print/type name and title or office, if any)

Date:

1/15/2022

Address:

(b) (6), (b) (7)(C)

Tel. No.

Office, if any, Cell No.

(b) (6), (b) (7)(C)

Fax No.

e-mail

(b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

(b) (6), (b) (7)(C)

Form NLRB - 501 (3-21)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
28-CA-299803	July 19, 2022

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Verano Holdings, LLC d/b/a Zen Leaf		b. Tel. No. (480) 925-5275
		c. Cell No.
d. Address (Street, city, state, and ZIP code) 107 South Southgate Drive, Chandler, AZ 85226	e. Employer Representative (b) (6), (b) (7)(C)	f. Fax No.
		g. e-mail (b) (6), (b) (7)(C)@territorydispensary.com
		h. Number of Workers Employed
i. Type of Establishment (factory, mine, wholesaler, etc.) Dispensary	j. Identify Principal Product or Service Cannabis	

i. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the past 6 months, the above-named employer has interfered with, restrained, and coerced employees in the exercise of their rights under Section 7 of the National Labor Relations Act (the Act) by its conduct, including, but not limited to, discriminating against its employees for engaging in protected concerted activities, including, but not limited to, by causing the termination of its employee (b) (6), (b) (7)(C) for engaging in protected concerted activities.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of their rights under Section 7 of the Act.

3. Full name of party filing charge (If labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Tel. No.

4c. Cell No.

(b) (6), (b) (7)(C)

4d. Fax No.

4e. e-mail

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filed in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

Tel. No.

Office, if any, Cell No.

(b) (6), (b) (7)(C)

Fax No.

e-mail

(b) (6), (b) (7)(C)

(signature of representative or person making charge)

(b) (6), (b) (7)(C)

(Print/Type name and title or office, if any)

Date:

7/19/2022

Address:

(b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

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(b) (6), (b) (7)(C)